



**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
REGION 10**

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OFFICE OF  
ENVIRONMENTAL ASSESSMENT

October 7, 2014

**Memorandum**

**To:**

(b) (6)

**Cc:**

Francesca T. Grifo, Ph. D.  
Scientific Integrity Official

**From:**

(b) (6)

**Subject:**

(b) (5), (b) (6) Discussion Points (b) (5), (b) (6)

This document summarizes the discussion points raised to Dr. Francesca Grifo, the EPA Scientific Integrity (SI) Official, by staff in the Office of Environmental Assessment during her May 2014 visit to Region 10, as well as resolution to the points and concerns. The document includes sections on:

1. Background: Actions that initiated the process
2. Discussion Points: (b) (6) Discussion Points brought to the Scientific Integrity Official
3. Viewpoints Summarized perspectives from process participants
4. Findings: Factual information obtained regarding the discussion topics
5. Resolution: Project-specific resolution and broader actions for organizational improvements

## 1. Background

On May 21 to 22, 2014, Dr. Francesca Grifo, the EPA Scientific Integrity (SI) Official was in the Region 10 Office to participate in the Regional Science and Technology Directors meeting and to meet with regional managers and non-supervisory employees in group settings and in one-on-one meetings. The SI Official was invited to Region 10 to increase awareness and understanding of EPA's commitment to scientific integrity and of the Scientific Integrity Policy. Any interested EPA employee could sign up for a 30 minute one-on-one time slot. Several employees signed-up to meet or requested time with Dr. Grifo (b) (6)

(b) (5), (b) (6) shared several discussion topics with Dr. Grifo. During the May 22 exit debrief, Dr. Grifo relayed the discussion topics to (b) (6) Dr. Grifo fully supported resolution at the regional level and suggested (b) (6) keep (b) informed of (b) procedures and progress, follow up immediately with employees that presented the discussion topics, take action to hear viewpoints, issues, and concerns and to seek resolution of the issues.

On May 23, (b) (6) contacted available staff to acknowledge that their discussion topics had been communicated to (b) and that (b) wanted time to meet with those that raised the topics. The purpose of the meeting would be to hear staff viewpoints and to gain an understanding of the topics. It was agreed that (b) (6) on June 6. Wanting an inclusive approach and to be advised by objective knowledgeable staff, (b) (6) to work with (b) to solicit and understand the discussion topics presented to Dr. Grifo. Both (b) (6) have relevant experience on the type of projects presented in the discussion topics and/or awareness of the topics. (b) (6) agreed to work with (b) (6) to understand and resolve issues and to attend the June 6 meeting.

## 2. Discussion Points

On June 3, an email titled "(b) (6) Discussion Points with Science Integrity Official" was sent to Francesca Grifo. Those discussion points from the email are inserted below and followed by the viewpoints heard in the June 6 meeting and subsequent meetings.

Discussion points from email to the Scientific Integrity Official:

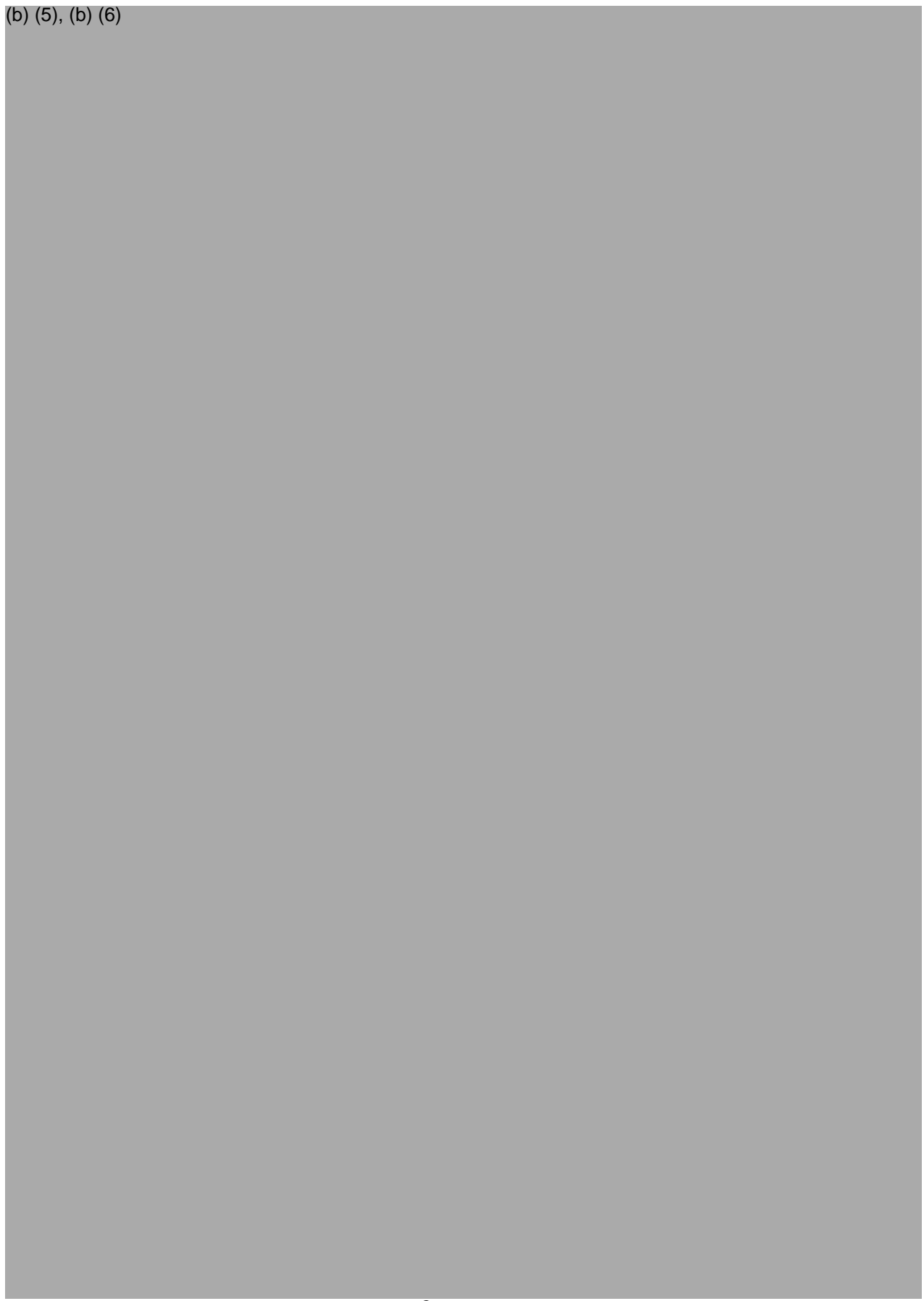
(b) (5) Discussion Points with Science Integrity Official

June 3, 2014

Background on the (b) (6), (b) (5)

(b) (6), (b) (5)

(b) (5), (b) (6)



(b) (5)



End of discussion points from email to the Scientific Integrity Official

**3. Viewpoints from the June 6, June 23 and July 25 Meetings**

On June 6, June 23 and July 25, (b) (6) met with key EPA staff and management that have direct involvement in the discussion topics provided. The purpose of the meetings was to listen, ask questions and to understand the viewpoints and concerns of those involved. In alphabetical order, meeting participants were:

(b) (6)



The viewpoints and/or concerns expressed during the meetings are summarized below and organized by project, followed by general or overarching comments. The summarized viewpoints are the perspectives presented to (b) (6) by participants in the June 6, June 23 or July 25 meetings.

(b) (6), (b) (5) – viewpoints and/or concerns presented to (b) (6)


(b) (5)



(b) (5)



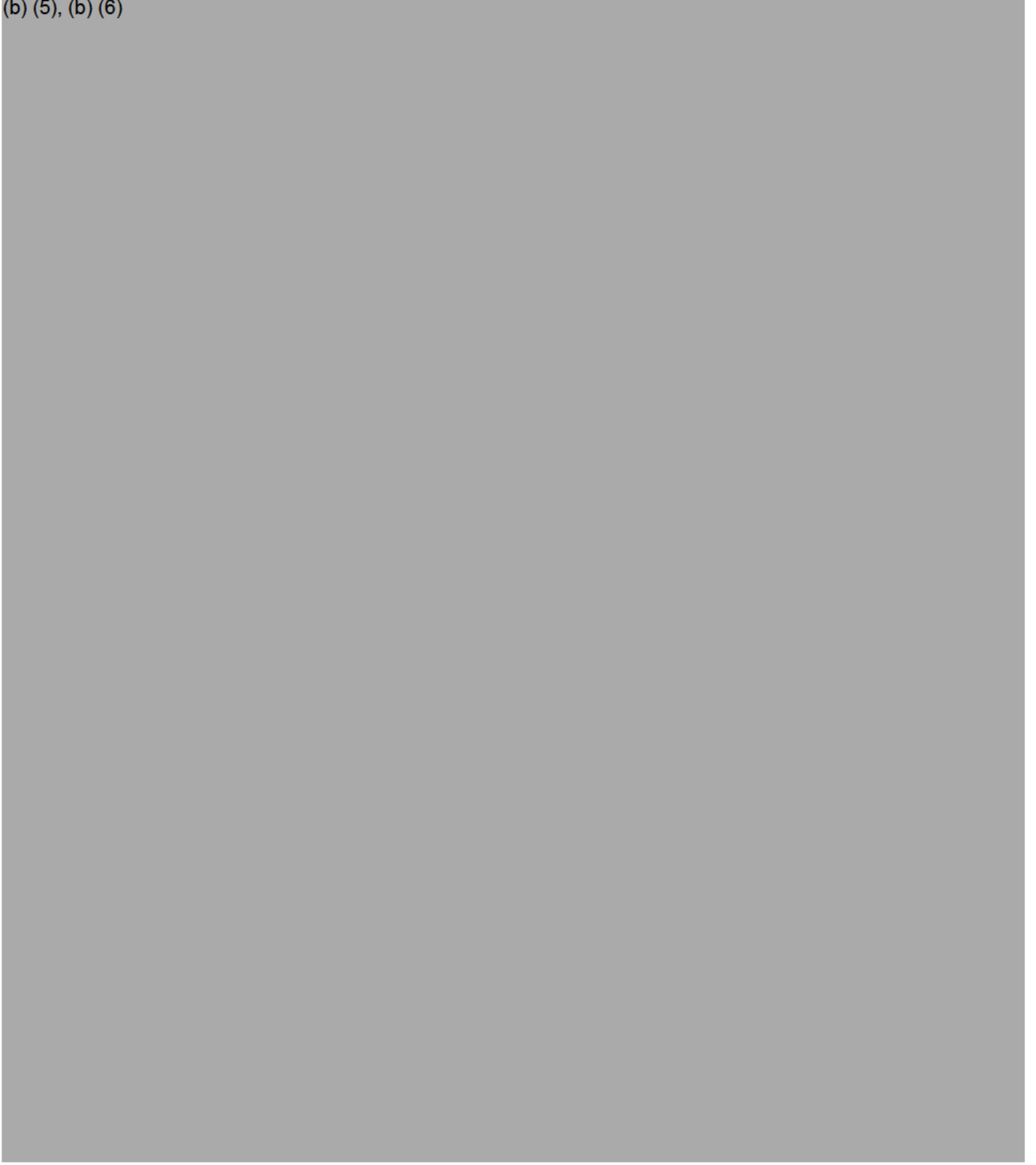
(b) (5), (b) (6)



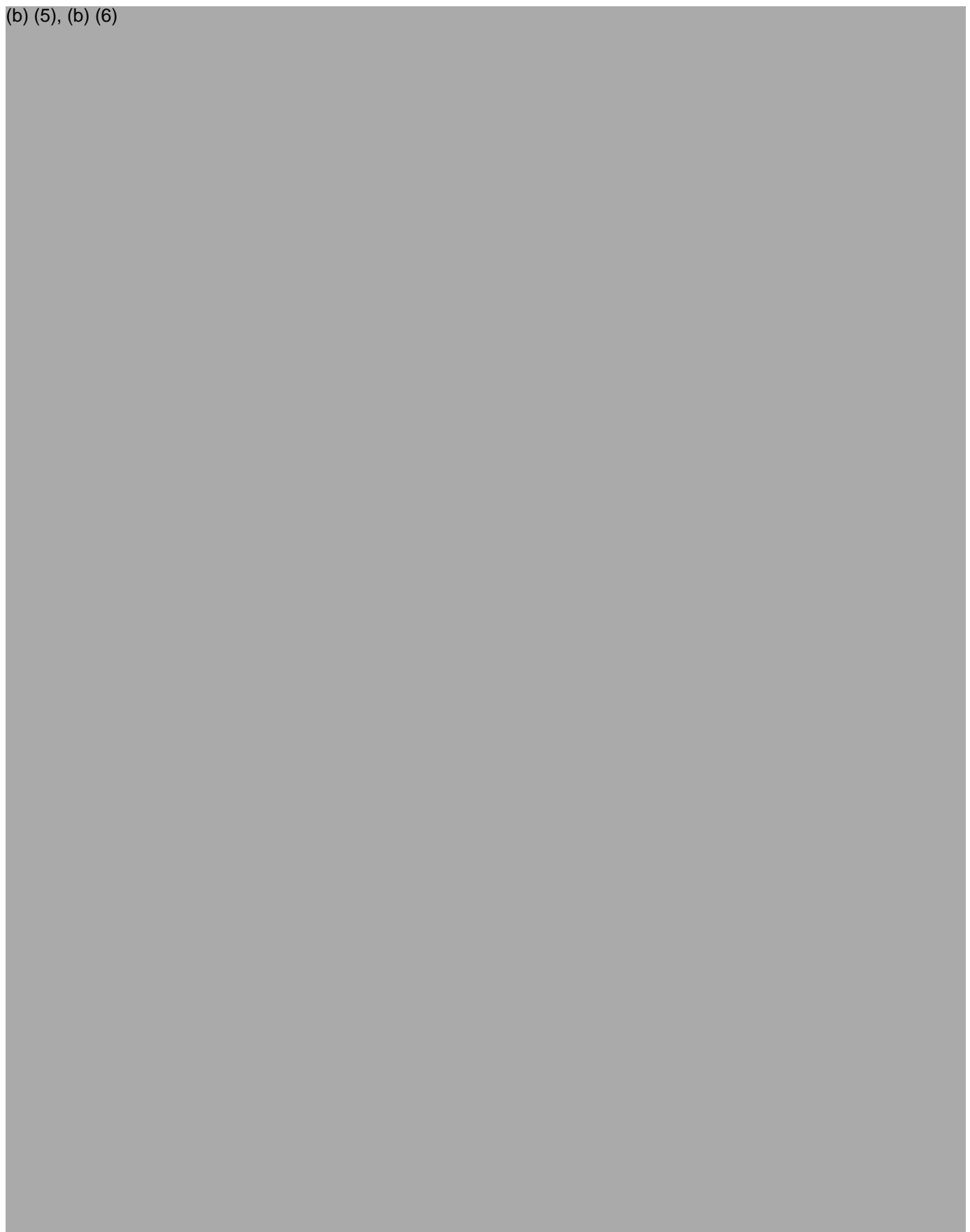
#### 4. (b) (5) Findings

After meetings with staff to gather their viewpoints and concerns, (b) (5) conducted information gathering and research activities that would help respond to and resolve the issues described.

(b) (5), (b) (6)




(b) (5), (b) (6)





(b) (5), (b) (6)




(b) (5)




### 5. Resolution

Upon understanding the discussion topics and viewpoints, it became clear that project specific resolution is needed, as well as actions that would address broader underlying issues. Actions specific to the (b) (5), (b) (6) followed by actions that are intended to improve organizational operations are described below.


(b) (5), (b) (6)



(b) (5), (b) (6)



(b) (5), (b) (6)



The second highlighted bullet above and the following section from the (b) brings up another issue

(b) (5), (b) (6) :

(b) (5)



(b) (5)




(b) (5)



**In summary, resolution includes:**

(b) (5), (b) (6)



The follow-up on the discussion topics initially presented to the Scientific Integrity Official was conducted through an inclusive approach. The cooperation and availability of all participants is appreciated. It was clear that participants are committed to providing high quality science and analytical work and ensuring that organizational objectives are achieved.

(b) (5)

